

# CROSSING GUARD MESSENGER BILL DELIVERER & LIBRARY PAGE BENEFIT SUMMARY SHEET

## FRINGE BENEFITS AND WELLNESS

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- **EMPLOYEE ASSISTANCE PROGRAM (EAP)**  
Available to employees and dependents
- **HEALTH CARE COVERAGE**  
*Only for employees working 20+ hours/week*  
Up to \$212.50/month for PEBT medical, dental, and/or vision coverage
- **WELLNESS**  
*Only for employees working 20+ hours/week*  
\$112.50/year after 10 years of service
- **VISION PLAN**  
Voluntary plan through VSP
- **MEDICARE COVERAGE**  
Provided for employees hired after April 1, 1986

## VACATION AND HOLIDAYS

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- **VACATION**  
Less than 5 years of service.....2 weeks/year\*  
5-14 years of service.....3 weeks/year\*  
15+ years of service.....4 weeks/year\*
- **HOLIDAYS**  
10.5 fixed\* (if scheduled to work on holiday)  
8-10 hours floating\*

## SICK LEAVE AND OTHER LEAVES OF ABSENCE

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- **SICK LEAVE**  
Pro-rated based on average number of hours worked
- **BEREAVEMENT LEAVE** 3 days/eligible death
- **MILITARY LEAVE**  
30 paid calendar days/year per Military & Veterans Code; plus up to one year difference between City/military pay
- **PERSONAL LEAVE**  
Pro-rated based on average number of hours worked
- **MATERNITY LEAVE**  
16 weeks unpaid leave  
(must supplement with paid leave if available)
- **FAMILY MEDICAL LEAVE & CALIFORNIA FAMILY RIGHTS ACT (FMLA & CFRA)**  
*Only for employees working 24+ hours/week*  
12 weeks unpaid leave in a 12 month period  
(must supplement with paid leave if available)

## MISCELLANEOUS

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- **UNIFORM ALLOWANCE**  
Varies with assignment
- **BILINGUAL BONUS**  
\$63.00/month
- **TUITION REIMBURSEMENT**  
*Only for employees working 20+ hours/week*  
70% up to \$2,000/year
- **SOCIAL SECURITY**  
Employee pays 6.2%
- **DEFERRED COMPENSATION**  
Several plans are available to accept member's contributions
- **WORK SCHEDULE**  
Flexible based on assignment & department needs

THIS IS PROVIDED AS A SUMMARY OF BENEFITS AND DOES NOT CONFER ANY RIGHTS UPON ANY EMPLOYEE. PLEASE REFER TO THE APPROPRIATE MEMORANDUM OF UNDERSTANDING FOR A MORE DETAILED DISCUSSION OF THESE BENEFITS.